

RWC

NEWSLETTER

September 2023

Reconciliation Works Canada

**INDIGENOUS
ENGAGEMENT
EXPERTS ASSISTING
INTERNATIONAL AND
CANADIAN ENTITIES
TO NAVIGATE
INDIGENOUS
ENGAGEMENT,
RECRUITMENT &
RETENTION.**

Hello Again Everyone!

My name is Sandi Boucher and I am the owner and Lead Consultant at Reconciliation Works Canada, here once again to provide information to support you in achieving your Indigenous engagement goals.

Whether you wish to engage with a local community, hire Indigenous peoples, or retain the employees you have, we have your back!



www.reconciliationworkscanada.ca

We serve non-Indigenous entities who wish to:

1. Hire Indigenous Peoples
2. Retain Indigenous Peoples
3. Work with or for Indigenous Peoples
4. Sell to Indigenous Peoples
5. Increase their Indigenous engagement.



What is Lateral Violence?

As promised back in the June issue, this month we are continuing the discussion of internalized oppression by looking at “lateral violence”.

To explain, internalized oppression affects a person in two ways - the first is through the voice in their head (we discussed that in the last issue). The second is through the comments of the group and THAT is lateral violence.

Lateral Violence is powerful, largely because it is delivered by people you know, love or trust. It has weight and it can stop a person in their tracks.



"Lateral violence is not the comments of some troll on the internet. It is delivered by your partner or you Mom."

Sandi Boucher

Lateral Violence ...

Lateral violence is subtle or not-so-subtle comments delivered by someone you know love or trust and they often sound like this:

“They are never going to hire you.”

“Do you really think you will be able to do that job?”

“Aren’t you going to hate being away from home? Your parents and your girlfriends sure are going to hate it.”

“Why do you even want that job anyway? Think you are better than us?”

“Other people have tried working there. They couldn’t do it. Why do you think you can?”



The comments of others add to an individual's own fears, increasing the chances they will give up.

Sandi Boucher

INTERNALIZED OPPRESSION & LATERAL VIOLENCE

Lateral Violence - discouraging comments delivered by someone you know, love, or trust.

"Internalized Oppression - members of a group that have been oppressed for a long period of time start to internalize the oppression. They begin to believe the stereotypes about themselves and other members of their own group."

Sandi Boucher

Canadian History ...

Indigenous peoples are one of the most oppressed groups in Canada, and a characteristic of internalized oppression is to discourage a member of the group from leaving or advancing. The reasons that happens are endless, but the results are obvious.



Lateral VIOLENCE



One Strike and YOU ARE OUT!

THE HARD TRUTH IS THIS ...

- Indigenous nations and industries are rapidly breaking ties with companies and businesses that do not understand Canadian history and its direct impact on First Nation communities and peoples.
- They have no desire to correct your inaccurate statements.
- They would rather simply work with someone who GETS IT!

RECONCILIATION WORKS CANADA WAS CREATED TO MAKE SURE YOU DO!

Internalized Oppression in the form of Lateral Violence is often the straw that breaks the camel's back, **INCREASING** the chances of your new employee quitting or ghosting you.

And they are NOT going to explain to you what is going on.

Why?

Because it is embarrassing to admit you don't think you can do this new job (and neither do your family and friends).



How can ...

WE HELP?

Lateral Violence Awareness Training

Don't lose another
employee!

Learn how to counteract
Lateral Violence **BEFORE**
another employee
ghosts you!

Contact us today!



Introducing The PATH for the Healing and the Helpers:

THE PATH AWAY FROM LATERAL VIOLENCE

Paying careful attention to the intense lateral violence that happens in communities where everyone knows the personal/familial history of their neighbour and co-worker, this seminar is empowering and enlightening, giving participants a clear PATH to a better future.

15 Videos & Exercises!

Training programs are personally developed and delivered by **Sandi Boucher**, an experienced and passionate seminar facilitator known for her dedication to the empowerment of the men, women and youth she has chosen to serve.

Sign Up for this Video Seminar Now!

Facilitated by Sandi Boucher
sandi.boucher@shaw.ca | SandiBoucher.com Follow Sandi!  



Virtual or Live

This full day training session can be offered over one day, two half days, or 6 one-hour Lunch n Learn Sessions.

Email us for more information today!

THE FOUR CHALLENGES

REQUIRE SOLUTIONS!

Reconciliation Works Canada equips your company to understand and/or address the four key challenges that are impeding your Indigenous recruitment and retention success, namely:

- HOSTILE AND/OR RACIST WORK ENVIRONMENTS
- INTERNALIZED OPPRESSION OF NEW HIRES
- THE NEEDS OF THE PARTNER AT HOME
- EMPTY PROMISES.

If success is your goal, a plan is needed to address each of the identified challenges. Without a plan, the challenges will continue to cost YOUR company time and money.



Next ...

ISSUE

**What you can
look forward to
in the October
issue.**

I hope you enjoyed this issue of the RWC Newsletter. If there is anything you would like to see in an upcoming issue, simply send us an email at info@reconciliationworkscanada.ca

Until next time,
be well!



Topics to be covered in the next issue of the RWC Newsletter:

In October, we will look at the fourth challenge keeping your Indigenous retention stats down. Namely, the needs of the partner at home. A force that you should NOT minimize.

Until next time!



**Have questions or something you would love to have us discuss?
Email us at info@reconciliationworkscanada.ca**